

# RPO Spotlight - Life Sciences M&A

## Who:

A private equity firm bought Ortho Clinical, the diagnostic division of Johnson & Johnson

## Activation:

40-day turnaround from requisition to start date

## Need:

186 IT and Engineering roles ranging from C-suite to entry level (also Communications, Finance, Product Development)

## Geography:

Positions filled globally (East Africa, Europe) and locally (NJ, NY, FL)

## Client Concern: Talent Acquisition

Do you have enough recruiters to keep our pipeline full?

## Solution: Urgent Demand Staffing

Top-of-funnel is critical to filling jobs that required over 1500 candidates processed in short order. Knowing this, Vignetic put their human resources to work for the client.

Specializing in corporate functions, technology healthcare products, technology interface and health application development & integration, life science is certainly a Vignetic strong suit.

To deliver end-to-end RPO, Vignetic leveraged our Urgent Demand Staffing model. We applied SCRUM Agile Project Management Methodology to build a framework around the effort and ensure it ran efficiently.

This meant working with the CIO and CHRO on project planning including timelines and deliverables, setting scheduled interview days and blocking out their calendars to make sure hiring decisions were made on a weekly basis.



**Framework:** Efficiently executed “speed dating” recruiting in the company cafeteria.



### 1st Tier Screening - Via Virtual

Combining email,  
phone and video.



### 2nd Tier Interviews - Onsite meetings

Morning interviews  
with Managers.



### Final Tier - Decisioning

PM meetings with  
CIO for the final cut.

**Delivery Value:** Scalable Candidates that exceed goal capabilities and result in consolidation of job profiles.

As true SAP ERP subject matter experts, Vignetic was able to attract top-level talent. Although the scope called for 186 roles filled, the quality of candidates and their range of knowledge meant select positions were consolidated.

In multiple cases, what initially called for two positions were successfully filled by one person. This was incredibly advantageous to the client in terms of labor cost-savings and long-term organizational growth by helping with ramp up and beyond.

### Impressive Results

The quality of candidates sourced speaks for itself. While not the primary focus of this RPO project, attracting diverse talent was an important value-add sought from Vignetic.

**98%**  
*Retention  
Rate*

**48%**  
*Diverse  
Candidates*

### Deciding factors that made Vignetic the choice for Ortho Clinical's RPO:

1. Longstanding relationship with J&J having successfully completed previous RPO projects for them
2. Subject Matter Expertise in SAP ERP talent - a core strength of Vignetic
3. SCRUM Project Management approach utilized in running RPO as a project rather than as assigned tasks
4. Diversity & Inclusion - Vignetic's ability to deliver a diverse candidate pipeline

### Talent Solutions in Motion